

WORDS & VISION

UCFV Faculty & Staff Association Newsletter

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From the Editor

Year of the ...

A spanking new calendar – with yet more opportunities to test our creativity on the job as we struggle against continuing institutional growing pains and negative budget outcomes. Gee, I can hardly wait; if there's one thing I love, it's turning challenges into achievements – I'm sure we all feel the same deep throbbing satisfaction at the notion of devoting ourselves to more self-improvement and refinement on the professional front.

On the personal side, though, I'm less sure about what this year holds. You see, there was no street party

hereabouts New Year's Eve, because of the record snowfall, I suppose. Instead of that, or going out to a regular party, dinner, whatever – instead, that is, of doing anything fun or life-affirming, I spent the mythic eve'o'dreams battling a flood in the basement. Between sloshing up and down the stairs in sodden galoshes, I caught my breath in front of the TV ... watching *Revenge of the Nerds: Part 4* and, worst of all, getting quite a lot out of it. Resolution #1: beg, borrow, or steal a life.



That's what I've been trying to do from Jan. 1 onwards. For one thing, I realized that it was long past time to upgrade, and hence surrendered my soul to Bill Gates vis a full frontal commitment to Windows 95, plus Corel WordPerfect 7 Suite. Both products are frequently and stirringly advertised with swelling music, swirling graphics, and vigorous use of words like 'power', 'imagination', 'freedom'; in principle, I'm in favour of loud noises, bright colours, and gonzo catch-phrases, so naturally I bought in. But the new program is turning out, well, bossy and circumscribing, not to mention judgmental. When it isn't underlining and capitalizing itself into a tizzy, it's bringing me up on charges as an info-tech abuser. Out

of a placid blue screen, an alarming message appears, gunmetal grey, with an ominous gonging sound: "This program has performed an illegal operation and will now be shut down." And there ain't nuthin I can do about it, except go through the prescribed, infuriating, robotically tedious steps of re-entering the program. Further, since I'm never told what I did wrong, I can't even revel in my rebellious criminal act (cause I don't know what it was).

Things could be worse – I hear that more serious infractions activate the bogus extra CD slot, extruding a set of manacles that snap fiercely from the hidden recess, clamping malefactors' wrists in an iron grip that makes further keyboarding impossible. Recidivists find the manacles replaced by a device modelled on the time-honoured leghold trap, leaving cyber-bandits who refuse to bend to the Corporation's will to gnaw off the offending limbs and limp off into the underbrush to die.

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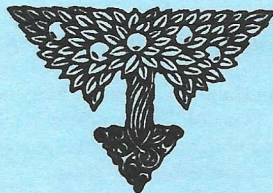
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It hasn't quite come to that as yet, not for me; still, it's a tad frustrating. You've heard of 'steroid rage' and 'Prozac rage', legal defences in high-profile court cases to the south; are you ready for the scourge of 'Hi-tech rage', the cutting edge of New Age ills? My bellows of anger, I understand, have been disturbing the neighbours. Resolution #2: seek professional help (and talk to Oprah's people about possible guest spot, protect potential rights for 'disease-of-the-week' TV film, plus develop book tie-in).

Which, of course, all makes me think of the sensible way the Chinese characterize each year by one of twelve zodiacal animals. Right now the Ox is taking over from the Rat. Going by what has been happening so far, for me this is shaping up more as the Year of the Auks: i.e., great flightless nerd-birds that stand for something incongruous, ridiculous, and downright weird – monstrous creatures squatting on my spirit which must be resisted at all costs. Resolution #3: ASAP celebrate St. Valentine's and, more generally, seek beauty in everything (even caf-lunching).

What critters, I wonder, frisk and gambol on your new horizons?



Sorts of Orts

From the last issue: Graham Dowden's expose of grading standards will be getting some feedback, after all, via the UCC questionnaire. Congratulations to Rick Mawson; his delightful piece, *It's Not Easy Being God* will be published in *Performing Arts & Entertainment*.

For the next issue: Any thoughts on Mission enrollments, etc., would be welcome

-Richard Dubanski

President's Report

It is interesting how things change and yet stay the same.

The Framework Agreement

We have an 'old' framework agreement (the current definition of old is anything over 6 months) which was meant to clarify workload, and productivity, and yet we are currently talking with the Administration about workload and productivity. On the bright side, however, we know what the new faculty scale will look like (see below). But, how it will be administered may still be in the hands of the author and arbitrator of the framework agreement.

This is approximately a 1.8% increase (please do not ask me to explain exactly how this increase actually works out to be 1.8% because I do not yet completely understand it yet).

As you can see, the top of scale is not \$64,318 as expected. The arbitrator decided that management's

interpretation of the rules given in the framework agreement was more accurate. Although the \$1000 reduction to the top of scale is disappointing, the implementation of the scale finally recognizes that compensation should be equal for work of equal value.

Closer to home, the Association is working on a proposal which incorporates this fundamental principle into our own collective agreement. This principle does not matter which employee category you are in: any employee who performs tasks which are similar must receive equal compensation. It is important that we work to remove biases from the collective agreement and make it as neutral and unbiased as possible.

Ministry Re-organization

The deputy minister has moved into finance and there is a new appointment (I think this is our third deputy minister in less than a year – it sounds like Victoria is more like the OK corral where deputies are metaphorically gunned down and moved out); the number of directors is significantly reduced; and there is a new grouping of Colleges, Institutes, and University Colleges.

For whatever the reason and rationale, we find ourselves grouped with lower mainland colleges (Capilano, Langara, and Douglas) along with three University Colleges (Kwantlen, Cariboo, and Okanagan). Perhaps the Ministry feels that our students and, for that matter, our faculty and staff will find it equally convenient to commute into Vancouver or Kamloops to take a class or teach a section.

Although I say this in jest, the provincial strategic plan states that

programs will be rationalized and allocated to various institutions within a particular area. The Association and UCFV continues to argue that UCFV is neither in the lower mainland nor in the interior and should be in a region by itself (with perhaps Kwantlen's Langley campus). The implementation of the strategic plan is only just beginning and it is too soon to tell what the decisions will be or when they will be made. Again, we have a new strategic plan but an old-style political bureaucracy where the various societies and committees compete for 'turf' and it takes a long time to get any answers from the groups.

97/98 Budget

Budget discussions are beginning again and we are faced with an intimately familiar problem: how can

UCFV continue to provide service to students while costs are rising and revenue is frozen? I recently circulated a memo asking members to creatively think of ways in which the UCFV can save money by doing what we do more efficiently and effectively. I have received some interesting proposals and I will be presenting them to the executive and management in a couple of weeks. I once again encourage each of you to send me suggestions.

One such suggestion includes the implementation and utilization of technology as a way to effectively deliver our services to students. At the risk of sounding like a Luddite, I do not see that there currently exists any technological improvement which will save UCFV money in the short-run. It concerns me greatly that we will rush into technological promises without developing the appropriate

infrastructure. We must implement the appropriate technical aspects, provide for adequate training and preparation time before we can be expected to use technology efficiently. I believe that we will do more harm than good if we implement technological fixes before the employees are ready and trained.

I further believe that, if we gamble on technology and begin to rely on technological promises, then we will lose a great deal of flexibility because we will be locked into a philosophy where technology becomes the master instead of the tool. If this occurs, we will not meet the needs of our learners. I would hate to see a college full of the latest technological wizardry and half-full of students.

-Dale Box

Dorsey Arbitration Award

Step	96/97 Salary Scale Annual Salary	Framework Agreement Annual Salary
R1	39583	43900
R2	41233	45400
R3	42884	46900
R4	44534	48400
R5	46185	49900
R6	47835	51400
R7	49486	52900
R8	51136	54400
R9	52787	55900
R10	54437	57400
R11	56088	58900
R12	57738	60400
R13	59389	61900
R14	61039	63400

Faculty Grievance Chair Report

The FSA has filed a policy grievance disputing the employer's allocation of academic science work, that is, it has assigned lab instructors' work to lecture faculty and lecture faculty's work to lab instructors without regard for the provisions in Article 20.2.2 and other provisions in the Collective Agreement.

Anyone will readily agree that the scheduling of academic science courses, matching labour with locations and coordinating lecture and lab components aren't easy tasks. It is complicated by the existence of two separate science faculty classifications. The inflexibilities posed by the separate job descriptions are, however, of the employer's design. It wanted to pay one group less than the other because lab instructors would have a more limited range of instructional duties than lecture faculty. Having gained the cost advantages explicit in the different classifications and rates of pay, the employer cannot then act as if the classifications and different duties do not exist. The FSA has already successfully grieved the same provisions in 20.2.2, but the employer persists in violating its bargain. I will add that if lab instructors offered lecture courses at their regular rate of pay, the equal pay for equal work provisions in provincial statute would also be violated.

-Bob Smith



Staff Grievance Chair Report

In the process of writing this report, I came to the realization that most of what I am writing about is extremely good news for the FSA membership. My pleasure in being able to convey these messages is due in no small part to the very hard work being done on the membership's behalf by all those who sit on college committees, many of whom put in hours and hours of extra time with very little thanks for it. I see, first hand, the time and effort people like Dale Box, Bob Smith, Fay Hyndman, and other Executive members put into FSA concerns, and I know there are many others who work equally as diligently on their committees. When you pass these people in the halls, give them a pat on the back and say, "Hey Buddy, thanks a lot. We appreciate what you're doing for us."

Relocation of Chilliwack FSA Office

Due to the need for more management offices on the Chilliwack campus, the FSA office has been moved to Room A112 (the old Bookstore in the Motel). At first I was distressed to learn about our having to move and was quite prepared to find fault with the new space, but, in fact, I think it's great, and Fenella enthusiastically shares my view. For one thing, the new office is warm. Room A103 was like a meat locker. We plan on spending as much time as possible – at least three days a week – in our new digs. Dale and Jacqueline will continue to work in the Abbotsford office full-time, although Dale will probably spend a half day a week in Chilliwack as before.

Student Workers

In December the FSA and UCFV signed a Letter of Agreement regarding student workers. It reads as follows:

The Faculty and Staff Association and the University College of the Fraser Valley agree to the following concerning the employment of student workers:

- *The student employee group shall work no more than 12,000 hours in a fiscal year.*
- *They will be paid at a rate of at least \$9.50 per hours.*
- *That student employees shall not be assigned work of a new kind other than that performed 1995/96 without FSA agreement.*
- *In the event of layoffs, student employees shall be laid off first.*
- *That this agreement is for the period of January 1, 1997 to March 31, 1998.*

The good news for staff – we have some job security in that any layoff of a staff member throughout UCFV must be preceded by layoff of the student workers. The good news for student workers is a \$2.00 an hour raise. However, this agreement applies to student workers only, not work study students. Student workers are hired and paid by UCFV. Work study student contracts are administered through financial aid, and they are paid by the Ministry. Work study students, who perform essentially the same jobs as student workers, will still be paid at a rate of \$7.50 an hour.

The 12,000 hours translates into about seven full-time level-entry staff positions. It was agreed upon as it is the number of hours worked by students last year.

Chilliwack Task Force

On January 30 I attended the Chilliwack Task Force Meeting. I want to congratulate Doug Nicol and Ian Fenwick on such a well run meeting. It is not easy to conduct a good meeting, especially when opinions differ greatly and emotions run high. At this one, there were at least twenty participants and a ton of material to get through. Everything was dealt with in an efficient, yet thorough, manner, and we finished fifteen minutes early.

Doug reported the Task Force has completed that which it was set up to do, namely, make recommendations to management concerning the operation of the Chilliwack campus, present and future. The Task Force will now likely evolve into a Chilliwack campus advisory committee, and the FSA will probably, along with many others, have a representative on this new standing committee.

CARC Meeting Report

On January 24 and 25, Bob Smith and I attended the Contract Administration Review Committee (CARC) meetings, of which Bob was the chairperson, held at the CIEA offices in Vancouver. Present were the CIEA staff reps and Grievance Chairs – or Chief Shop Stewards as most are called – of the participating CIEA locals.

Friday evening's meeting was a round-robin in which each local rep brought us up to date on the grievances and other problems they had experienced since our last meeting in the summer. It is very interesting to hear what's going on at the other colleges. It sort of gives us that "Gee, we're not alone," feeling.

The big news coming from the round-robin is: there are three ongoing arbitrations between union and management that have, to date, resulted in an outlay of more than \$250,000, with CIEA carrying about one-third of the cost. Arbitrations are ugly, expensive, and time consuming.

Saturday morning's meeting was a workshop on selection and layoff procedures according to labour law. Carolyn Askew, the facilitator and labour lawyer who has worked extensively for CIEA, was excellent. She made the following points very clear:

- According to labour law: it is a management right to appoint.

In other words, no matter who sits on a SAC, whether they represent the employer or the union, the ultimate decision and responsibility of the selection lies with the employer.

- According to labour law: management has the right to determine required qualifications for available work.

Again, even if faculty or staff participate in determining the outcome of a layoff, the ultimate decision and responsibility lies with the employer. We, the union, cannot be sued with regards to hiring or layoff.

We then looked at contract language from various collective agreements pertaining to selection, appointment, and promotion.

Carolyn stressed that an interview is by no means the only way to determine who a successful candidate should be. Consideration of past performance and evaluations are equally important. Also, the way in which the posting is worded

(especially if there is no job description), the criteria, questions asked, and answers to be looked for should be agreed on by everyone on the Selection Committee. If the Selection Committee cannot agree on what the proper answer to a question should be, then the question should not be asked.

The last order of business was the election of a CARC Chairperson, as Bob's term was up. There was considerable pressure for Bob to continue for another year, but he declined and passed the gavel on.

1996 Christmas Party

Our Christmas Dinner/Dance was a great success. There were a few anxious moments when Annie was ready to chuck it all and make a quick dash to Rio, for it did not look like the D.J. was going to show, but he did and soon had everyone up on the floor. Many thanks to Rolf Arnold, who was a terrific MC, Anne Reisinger, Vern Wright, and all the others who worked to make the evening the great fun it was.

UCFV Golf Tournament

Our next extra-curricular event is the annual May golf tournament held at beautiful Aquadell Golf Course. Open to all UCFV employees, their families, and friends; previous golfing experience is not a prerequisite. It's just a day to get out, enjoy yourself, take in the gorgeous scenery, have a good meal, and take home a great prize. Kartar Thandi, the main man and organizer of this event, says May 3rd is the date. Tickets are limited so sign up as soon as notices come out. See you there!

-Bev Lowen



Status of Women Report

December 6th Memorial

Events were very well attended in both Chilliwack and Abbotsford. We once again networked with community based groups and sent out press releases. The \$201 we raised by selling the memorial buttons goes back to community women's groups. The candlelight vigil in Chilliwack was held on the Museum steps, with about 75 people attending. UCFV was well represented, and it was heartening to have men and children join the women. Jean Scott, an elder in the community, gave a remarkable talk. In Abbotsford, UCFV employees and students joined the Fraser Valley Women's Resource Society in a protest against Justice Boyle, who gave a rapist no jail time and made offensive remarks about how the rapist was aggressive and sadistic and yet "gentle" with his victim. Our candlelight vigil was well attended despite the rain.

SWC Joins Community in Responding to Justice Boyle

As stated above, Justice Boyle showed no respect for women and no understanding of what rape is in his remarks about a rapist's behavior in a case late last year.

Rape is not about sex, it is about violence. Sex is the choice of weapon.

People have organized in the community to have this justice removed. SWC has put petitions from a community group at sites around the campus for those who wish to support a move to have legislation changed so that judges don't have such leeway in sentencing someone convicted of a violent offence.

UCFV to have its own December 6th Poster

Last fall the Graphic Arts Department students participated in a UCFV poster competition for a Harassment Prevention design. The posters were so captivating that instead of one winner, three designs were chosen for UCFV Harassment Prevention posters, and one design was chosen for a UCFV December 6th poster. Safer Campuses is funding the poster projects. The posters will be out by next fall.

Plans for a Women's Centre on Campus

In Abbotsford, community women have joined students at UCFV in an effort to get a women's centre on campus. The Status of Women committee supports this goal, with some committee members actively involved. Safer Campuses is contributing about \$5,000 towards resources for a centre.

-Georgina Marshall

The Story in Yellowknife, by Peter Gzowski, the host of *MORNINGSIDE*

Peter Gzowski talks on the radio about going to Yellowknife to "cover a story." The way he talks, it's as if the story is already happening, without the reporter being there (and all it needs is "a cover").

So I wonder how this story could happen without a reporter, or someone present to tell it or listen to it.

He talks about covering the story "as it unfolds," and again there is this sense that the story is happening (like a book or a newspaper) independently of words or human agency.

The Story is about six or possibly nine miners who have died in a mining accident at one of the world's largest gold mines, and it is unclear whether the explosion they died in was in fact an accident, or whether it was planned. Police are investigating, and there is the possibility of criminal charges. The RCMP are investigating, Peter says.

Later in The Story, it turns out the explosion was in fact set – the newspaper called it "homemade explosives," discovered by a "team of investigators" – and that when the miners' car passed along the track, 250 or so meters underground, the incendiary materials were directly beside the wheels of the trolley, and this constituted proof.

All this is happening in the context of a long (four month) and bitter strike in which the owners of the mine, who are headquartered in Vancouver or Edmonton, have

brought in "replacement workers" (the newspaper and Peter Gzowski and Lucy MacNeil's Noon Show all call them "replacement workers") to keep the mine open even as the union, the Canadian Association of Smelter and Allied Workers, is trying to get a five percent wage increase – "in these inflationary or recessionary times," as Lucy calls them.

The union spokesman who comes on, and who's name I can't remember, because it was only mentioned once by the reporter, calls these replacement workers "strike-breakers." Six of them, he points out, were actually members of the union who decided to cross the line. Six of the nine. Aha, I say. The rest were flown in, "from Eastern Canada and elsewhere," I seem to remember the Report saying.

They endured great hardships in doing so, *The Vancouver Sun* informs me, two days later, and they did it for the sake of their families, who were desperate after such a long strike with no income in the North. They (the families) never thought, of course, that it would come to this, the *Sun* expounds.

The union leader in Yellowknife is "very upset and angry," according to the CBC reporter who is speaking to Peter or Lucy, at the allegation that the union, or certain members of it, might have set this explosion. "They're accusing us of murder," he says on the live on-location tape, and his voice breaks in a way that voices rarely do on the radio or TV except in natural disaster or urban riot stories.

"We're not murderers," the union leader exclaims, sounding desperate because he knows now, from the tone, that he's up against not only the police, the RCMP (there are Pinkertons involved in this as well;

they were in there protecting the strikebreakers – whom not one person calls 'scabs' in this story – a later news report tells us) but also the media, plural, who have already made up their minds, in quotes, about the union's "guilt."

"We're not murderers," the union man keeps repeating, urgently, desperately, as the tape fades down and the reporter comes back on from covering the story, and we hear him now talking in familiar, measured tones to Peter Gzowski, the host of *MORNINGSIDE*.

-Norbert Ruebsaat

Dateline Dubai

Two 'successful' lives: A tale of two educations

One of my first memories of the United Arab Emirates is something Ali said to me: "We Pakistanis built this country over the last twenty years, and what do we have to show for it?" The memory is particularly strong in my mind because it was said in a rhetorical way – but the answer was not a rhetorical "nothing" as Ali had (I believe) intended. The true answer to Ali's question was "a lot."

He wasn't really wrong, however, because there are different levels of what expatriates "have to show" for their work. A tale of two educations will illustrate why:

Ali

Ali has a lot to show for his eighteen years working in the Arabian Gulf, most recently as a Supervisor of Administration at a government funded college. He has a business

education from an Asian Sub-Continent post-secondary institution. He taught for many years in a UAE federal government College before taking up the supervisor's position. Ali is successful by most Western methods of accounting: an education, a high standard of living, substantial financial holdings in his homeland to be used for retirement, and a generous, caring outlook toward the majority of the people living in the UAE – people from his homeland. Ali has seen hard times, coming from a very poor country, but he has also had opportunity – opportunity he has taken advantage of, using his smarts, drive, savings, and education. For Ali, the answer to his own question is not rhetorical: his success is very tangible. A big part of his success is attributable to his education.

Neera

Neera is the Indian doorman of our apartment. He is a kind, friendly, caring man who loves the children who live in our apartment and always has a smile for them when they come into the building. Neera has little or no formal post-secondary education. He has been in the UAE for the last eight years, working for a real estate management company, acting as a doorman of our apartment. A doorman works up to sixteen hours per day, seven days a week, for a salary of about Dhs 1000 per month (Cdn. \$400). Neera "lives" in a 4 metre by 10 metre room in the storage area of our apartment, with a tiny refrigerator and cooker (stove) as amenities in his room.

Neera has a family in India. He is allowed to return home to visit them once every two years. He sends the majority of his income to his family every month. His first wife died while he was in UAE, leaving his

sister-in-law to take care of their now 10-year old daughter. Recently, on one of his bi-annual trips home, he married his late wife's sister as he said, "She was already taking care of my daughter." He and his new wife have had a child together – a child Neera has never seen. As Neera does not earn sufficient income to sponsor his family to come and live with him, they must live in India. And given his income level, they can never come and visit him.

This Christmas, the tenants of our apartment got together and gave Neera a cash gift to thank him for his dedication and hard work. Two days after we gave him the gift, he pulled me aside as I was leaving the building and said quietly to me that he had sent the money to his family in India. With a tear in his gentle eyes he told me it had been "a very nice present for his family." One day Neera will return to his homeland to live out his final years with his children, and, by then, his grandchildren. He too has been successful as an expatriate – his family in India has had a modest standard of living (poverty level by Canadian standards). He can take the grinding boredom of his low-paying job because, as he stolidly states it, "I am taking care of my family."

In contrast to Ali, Neera is not as successful, as measured by Western methods of accounting. Even if he sees opportunities from his desk in the lobby of our building, he wouldn't have the skills – or time off – to take advantage of them. He is caught in an economic cycle that most people in Western countries are loathe to imagine: no time or resources to get an education that would lead to a higher paying position which would provide a higher standard of living and more opportunities.

Neera is representative of the vast majority of expatriate Indians and Pakistanis working in Arabian Gulf countries. To each, however, success is defined differently. Ali is successful by Western measures of accounting. Neera is not. One of the key factors that underlies their varying levels of success, as measured in Western terms, is their relative levels of education.

-Paul Kurucz

Living in the Dark Ages

Last summer I listed my house with a local agency. One Sunday morning a few weeks later the realtor, Mr. Scott, called. "I've been trying to get in touch with you all week," he said, obviously annoyed, "but your machine isn't working."

"Machine?" I replied. "What machine? Oh, you mean an answering machine? I don't have one."

"You don't? I thought everyone had an answering machine these days."

"I don't, I'm afraid," I said apologetically.

"Well," he said, "I want to show your house this afternoon, but before I do I have a form I forgot to have you sign when you were in the office last. Can I fax it to you?"

"Don't have a fax, sorry. Would you just bring the form when you come up?"

"Really," he said, disbelieving, "no fax either? I don't know how

you manage."

I was going to tell him that I manage just fine, but he didn't give me the chance. "As I've mentioned before Mrs. Lowen, it's not a good idea for the owner to be present when a house is being shown. Intimidates the buyer; they don't feel free to make comments."

I apologized again, and told him I would be across the street at my Dad's place when he and his clients arrived, "You could run over and I'll sign the form then," I suggested.

"Fine," he said, "and in future, if I can't get you by phone I'll send E mail."

I took a deep breath, "Mr. Scott, I do not have a computer, I do not have a fax, I do not have an answering machine; as a matter of fact I don't even have Call Waiting."

For a long moment he was silent, and then said with a sniff, "Well, I must say, Mrs. Lowen, you're certainly living in the Dark Ages."

Sighing, I rolled my eyes to the ceiling and was about to apologize for the fourth time when something in the corner caught my attention. "Yes Mr. Scott, I suppose I am living in the Dark Ages. However, I do have a web site."

"A web site! Why in the world would you have a web site if you don't even own a computer?"

"Well, I do have a web site – in fact, I have several, and the fortunate thing for you about my living in the Dark Ages is that you can't see them. So keep the lights low while touring the house and your clients won't be able to either."

-Bev Lowen

The V Files

Ed.: Several suggestions from members have come my way recently for a new occasional column: a video guide, the criteria being films that are 'interesting' but reasonably available at the corner video store rather than specialty shop. Here, to start things off, are few personal picks. Send in your own faves.

♥ **Perfectly Normal:** Canada's only really big budget film (which no one has ever heard of) unites our major themes: hockey, beer, opera, transvestitism (with Robbie Coltrane).

♥ **The Stuntman:** For those who like Chinese boxes and movies about movies; Peter O'Toole is brilliant even though apparently sober all the way through.

♥ **Zardoz:** Boorman's SF fable is beautiful, visionary, sensuous, and pretty darn funny (a great cast including Sean Connery and Charlotte Rampling).

♥ **Dreamchild:** Surreal... Alice in old age, way beyond Wonderland, relives her complex and disturbing time with Dodgson (animated sequences are eerie).

♥ **Whale Music:** Another Canadian classic, all about why we are such strange yet wonderful creatures, obsessed with communications and love – but what else is there?

♥ **The Company of Wolves:** Angela Carter's 'adult fairytale' about the usual suspects, sex and death – directed by Neil Jordan.

♥ **Withnail and I:** A fascinating film about nothing and everything – art language, conversation, reality, life.

Remember: the flick is out there.

Notices

Collective Reflection

There is a new Internet site that invites a dialogue with Canadians on the changing workplace. **Collective Reflection** has been set up to identify new trends, ideas, and innovative practices such as work sharing and telework. This process has been initiated to hear the views of the public on the changing workplace and a six-member committee will put together recommendations for the federal government.

This is an important opportunity for women to provide policy makers with direct information regarding their experiences with the changing workplace.

Sue Hammell, the Minister of Women's Equality, encourages you to provide your views and feedback to **Collection Reflection** at their URL (<http://www.reflexion.gc.ca>). If you are unable to send your ideas via computer, you may contact the committee directly at:

*Advisory Committee on the Changing Workplace
Place du Portage, Phase II
10th Floor, 165 Hotel de Ville Street
Hull, Quebec K1A 0J2*

*Tel.: 819-997-7478
Fax: 819-953-7636*

Information gathered will be an important resource for all levels of government and employers who must develop dynamic policies and practices to respond to change.

What Can You Do to Fight the Proposed Federal Funding Cuts?

The federal government is again poised to cut the funding it transfers to the provinces for health care, social welfare, and post-secondary education. The Canada Health and Social Transfer (CHST) payment to British Columbia is scheduled to be reduced by a further \$296 million in 1997/98, on top of the \$435 million cut in 1996/97.

Although the provincial government protected the post-secondary system from direct cuts in 1996/97, the effect was felt through demands for increased productivity. There are strong indications the provincial government will pass along cuts in 1997/98 if the federal government proceeds with its plans.

The *Today's Students Deserve a Chance for Tomorrow!* campaign, created by the College Institute Educators' Association of B.C. and endorsed by the Coalition for Public Education, calls on the federal finance minister, Paul Martin, to restore funding to 1994/95 levels. This will restore much-needed stability to the post-secondary education and training system. A stable base from which to plan sensible change.

You can help by communicating this message, plus your own feelings and experiences, to the following people:

Federal Finance Minister, Paul Martin

Phone: 613-996-7861

Fax: 613-995-5176

**Members of Parliament from
Fraser Valley Region**

Daphne Jennings (Ref.),

Mission-Coquitlam

Tel.: 613-947-4613

E-mail: jennings@reform.ca

Mr. Chuck Strahl (Ref.),

Fraser Valley East

Tel.: 613-992-2940

Fax: 613-992-5621

E-mail: strahl@reform.ca

Mr. Randy White (Ref.),

Fraser Valley West

Tel.: 613-995-0183

Fax: 613-996-9795

E-mail: whiter@reform.ca

It is also important that you talk to your colleagues, students, family, friends, and people you know in the community about the problems the federal cuts will create. They too should be contacting MPs to demonstrate that concern for post-secondary education extends beyond the campus.

It may not be possible to stop the cuts, but if we are to minimize their effect, we must make our voices heard in Ottawa and in Victoria. Do it for your sake. Do it for the sake of the students.

Write a Letter! Make a Call!

(Reprinted by permission from the Dec. 1996, Vol. 7, No. 1, issue of CUFA/BC Update.)

**THE 21st CENTURY LEARNER
THE 1997 ADVANCED EDUCATION COUNCIL OF B.C.
ANNUAL CONFERENCE**

The Advanced Education Council of B.C. (AECBC) invites you to consider making a presentation at its 1997 Annual General Meeting and Conference in Vancouver.. The Program Committee is looking for proposals from college faculty, support staff, students, administrators, and board members which address the Conference theme, **The 21st Century Learner**.

As the 21st century draws nearer, technological, economic, and social changes are placing greater demands on societies all over the globe. Workplaces and the nature of employment have changed; governments are fundamentally changing their roles and responsibilities; communications and information technologies provide new opportunities. These changes have had a considerable impact on the characteristics and expectations of potential learners.

In British Columbia, our systems strategic plan, *Charting a New Course*, will act as a guide to our institutions as they respond to these changes and challenges. With the major goals of Access and Quality, Responsiveness, Affordability and Accountability, institutions are being asked to be more learner-centered. With our history of innovation and service, institutions are responding to the challenge. AECBC '97 will showcase the innovations and initiatives that are taking place in our institutions. These initiatives will be presented through the following five tracks:

- Use of Technology
- Changing Learner Characteristics/Demographics
- Learners and Learner Success
- Changes in Governance and Management
- Partnerships for Success

We invite you to return to us, by **February 14, 1997**, the completed form (copies located at the UCFV FSA office), together with a concise outline of your presentation (maximum 500 words) and 50 word abstract written in the third person for the Conference program booklet, should the presentation be selected. Two formats for presentations have been established:

1. Panels - for presenting views which will draw the audience into a discussion;
2. Workshops - for interactive presentations.

We are looking for proposals that are collaborative, invite participation from Conference participants, and are relevant to the Conference theme. We would like delegates and presenters to come away from the conference having been actively engaged, challenged, and stimulated by lively discussion with colleagues. The Program Committee will review the submissions in early February and respond to you by **February 17, 1997**. The Conference program will be finalized by **April 4, 1997**.

Please consider making a proposal to be a presenter at the AECBC '97 - **The 21st Century Learner**.

**JUNE 21 - 23, 1997
Vancouver, BC
Hosted by Vancouver Community College**

B.C. Teacher's Federation

presents

**TRI-NATIONAL CONFERENCE IN
DEFENSE OF PUBLIC EDUCATION**

Feb. 28 to Mar. 2, 1997

For more information, please see the package in the FSA's bulletin holder outside office B375 in Abby.

**IMPORTANT NOTICE
to all CU&C Members**

Effective January 1, 1997, CU&C Health Services Society will no longer be returning your original receipts submitted for extended health care claims.

As your pharmacist has been submitting your receipts to Pharmacare, since September 1, 1995, it is no longer necessary for you to collect your receipts to send to Pharmacare.

In the event of dual coverage, it is now standard practice in the insurance industry to accept photocopies of receipts and a copy of the remittance statement from the primary carrier.

**Please ensure that you
retain photocopies of your original receipts
before sending them to CU&C.**

**International
Women's Day
March 8, 1997**

Monday to Friday	Display of feminist literature	Abby/Chwk Campus Libraries
Wednesday, March 5	"How They Saw Us" Films on women in the 40s and 50s	Abby Theatre, 5-7 pm
Thursday, March 6	Women's Voices: Then & Now Jean Scott & Michelle Demers talk about the meaning of feminism	Abby Great Hall, noon - 2 pm
	Video: "Who's Counting?" Marilyn Waring	Abby Theatre, 10 - 11:30 am 4 - 5:30 pm
Friday, March 7	Writer/poetry reading by Gretchen	Chwk Campus, time TBA
	Annual Benefit Dinner (Women's Resource Society of the Fraser Valley)	Mission, 6:30 pm